Panaji, 10th March, 1995 (Phalguna 19, 1916)

GAZETTE OFFICIAL

GOVERNMENT OF GOA

EXTRAORDINARY

No. 2

GOVERNMENT OF GOA

Department of Labour

Notification

25/12/90/LAB/Part. I

Whereas the Government of Goa vide Notification No. 25/12/ 90-LAB dated 7-9-1993 of the Labour Department, published in the Official Gazette No. 29, Series II (Extraordinary) dated 15-10-93, had appointed a Committee to hold enquiries and advise the Government in respect of revision of minimum rates of wages in respect of the scheduled employment, namely "Employment in Construction or maintenance of roads or in building operations (ii) Stone breaking and stone Crushing and (iii) maintenance of building", in the State of Goa (hereinaster called the 'said Committee');

And whereas the said Committee has submitted its report to the Government.

Now, therefore, in exercise of the powers conferred by subsection (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, after considering the advice of the said Committee, hereby revises with effect from 1-4-1995, the minimum rates of wages payble to the class/ category of employment, namely "Employment in construction or maintenance of roads or in building operations (ii) Stone breaking and stone Crushing and (iii) maintenance of building", in State of Goa as specified in the Schedule below:-

SCHEDULE

Sr. No. Details of cate		egories		All inclusive minimun rates of wages		
1	2			3		
 Beldar Brick Chain 	Moulder		Rs. 18	1/- per day or 86/- per week or 06/- per month		

	1	2	· .	3
	Chowkidar	1.		Rs. 31/- per day or
5.	Cleaner		4 4	Rs. 186/- per week or
6.	Gardener			Rs. 806/- per month
7.	Driver with hand	cart		"
8.	Hedge Cutter			"
9.	Mail			**
10.	Slinger			
11.	Peon			27
12.	Sewer man		,	27
13.	Title Turner	•		33
II. U	INSKILLED *			

14 Dhine		D~ 20/	
14. Bhisti15. Bullock Ca	ant Duissan		per day or
	art Driver		- per week or
16. Coolie		KS. 760	/- per month
17. Hamal		,,	
18. Khalasi		**	
19. Labourer		**	
20. Manai		**	
21. Mazdoor		99	
22. Sweeper		***	
23. Watchmar		***	
24. Water Car		,,	
25. Bajri Spre		"	
26. Beatr Wor			
27. Bellow W		"	
28. Bucket ma		and the second	
29. Carrier (S	tone)	"	
30. Cart Man			
31. Care taker	(Bridge)	• • • • • • • • • • • • • • • • • • •	
32. Cleaner		"	
33. Concrete	(Hand Mixer)	,,	
34. Daffadar		99	
35. Driver (B	ullock)	**	
36. Flag Man)	

37. Gangman

7. Fitter 7. Fit		1 2	3		1' 2	3
39. Gate man			Rs 30/-per day or	20	- San Maria de La Carta de La Carta de Carta de Carta de Carta de Ca	Da 35/ nor do
40. Lamp man						
1. Searcher " 41. Farash " 42. Mukadam " 42. Mukadam " 43. Strikers " 43. Laboratory Boy 44. Trolly Man " 44. Rackman " 45. Balasharwala " 46. Wooderman " 46. Wooderman " 46. Bhisti " 47. Cane Weaver " 48. Mukchers Jamadars " 48. Mukchers Jamadars " 48. Chain man (Head) " " " "	(A) +45 t					
42. Signal Man 43. Strikers			Rs. /80/- per month			Rs. 910/- per month
42. Signal Man 43. Strikers 44. Trolly Man 45. Valve Controller 46. Wooderman 46. Bhisti 47. Cane Weaver 48. Muchers-Jamadars 48. Muchers-Jamadars 49. Silngers 50. Any other category by whatever 69. Cabo 60. Category By Whatever 61. Brick Layer (Class II) 61. Brick Layer (Class II) 62. Cabo 63. Carpenter 64. Case Weaver 65. Driller 65. Exawator 66. Exawator 67. Driller 66. Exawator 67. Fitter (Asst. Semi-skilled) 68. Head Surveyor 69. Blacksmith 610. Mason (Brick Layer, Second Class) 611. Quarry operator 612. Quarry operator 613. Mate (chacksmith Carpenter) 614. Stone Breaker 615. Stone Man 616. Stone Cutter (Higher Grade) 617. Upholsterer (Grade II) 618. Sewer Layer (1st Class & Hatcher) 619. Bearer 620. Bhisti (with mask) 631. Sewer Layer (1st Class & Hatcher) 642. Cane Weaver 643. Laboratory Boy 644. Rackman 645. Blasts was 646. Bhisti 647. Cane Weaver 650. Driller 650. Graner (Flagher Grade) 651. Firman 652. Graner (Flagher Grade) 653. Graner 654. Amature (Winder Grade II) 655. Amature (Winder Grade II) 656. Firmiture Carpenter 767. Filter 767. Colour/White washer 768. Cleaner (Truck Road Roller 769. Cleaner (Truck Road Roller 760. Masson (State La			"			.
44. Trolly Man	1.	•	"	42.	Mukadam	"
45. Valve Controller	43.	Strikers	29	43.	Laboratory Boy	25
46. Wooderman	.44.	Trolly Man)) .	44.	Rackman	>>
46.	45.	Valve Controller	"	45.	Balashawala	55
48. Mucchers Jamadars	46.	Wooderman	39 99			"
48. Mucchers Jamadars " 49. Slingers " 49. Slingers " 49. Slingers " 49. Driller " " " " " " " " " " " " " " " " "			95			**
49. Stingers			22			, , , , , , , , , , , , , , , , , , ,
50. Any other category by whatever name called which are of unskilled nature. 51. Fireman 7.			**			79
name called which are of unskilled nature.			***			,
nature. 52. Gate Keeper " "	50.		A Secretary of the second			99
1. SEMI—SKILLED/UNSKILLED SUPERVISORY 53. Grinder 7. 1. SEMI—SKILLED/UNSKILLED SUPERVISORY 54. Garser-cum-Fireman 7. 2. Cook						
1. SEMI—SKILLED/UNSKILLED SUPERVISORY 54. Garser-cum-Fireman 7.		nature.				
1. Brick Layer (Class II)						**
1. Brick Layer (Class II)	I. SE	EMI—SKILLED/UNSKILLED SUF	PERVISORY	54.	Garser-cum-Fireman	99
1. Brick Layer (Class II)				55.	Hammerman	· ***
2. Cook Rs. 228/- per week or 3. Carpenter Rs. 988/- per month 58. Storeman " " 59. Boilerman 60. Any other category by whatever names called which are of a semi-skilled nature. " " 1. Mason (Brick Layer, Second Class) " 1. Quarry Man " 1. Mason (plaster and Paris Quarry Man Mate (blacksmith Carpenter) " 2. Painter (artist First Class) Rs. 1248/- per more portion of the properties	1.	Brick Layer (Class II)	Rs. 38/- per day or			
3. Carpenter		· · · · · · · · · · · · · · · · · · ·				29
4. Driller (Hole Rock)			_			99
5. Driller " 60. Any other category by whatever names called which are of a semi-skilled nature. " 6. Excavator " semi-skilled nature. " 7. Fitter (Asst. Semi-skilled) " semi-skilled nature. " 8. Head Surveyor " HIGHLY SKILLED " 10. Mason (Brick Layer, Second Class) " HIGHLY SKILLED Rs. 48/ per day or Ornamental work and ceiling) Rs. 288/ per week Rs. 248/ per mor Ornamental work and ceiling) Rs. 248/ per week Rs. 1248/ per mor Ornamental work and ceiling) Rs. 248/ per more Ms. 248/ per more Ms. 248/ per more Ms. 248/ per more Ms. 249/ per mort Ms. 249/ per mort Ms. 249/ per mort Ms. 240/ per week or Strict (with mask) Rs. 250/ per week or Printure Carpenter Rs. 44/ per day or Rs. 244/ per day or Rs. 244/ per day or Printure Carpenter Rs. 44/ per day or Rs. 244/ per day or Rs. 244/ per mor Ms. 240/ per week or Printure Carpenter Rs. 1144/ per mor Ms. 240/ per morth Ms.		·-	"			
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Head Surveyor			***			
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10. Mason (Brick Layer, Second Class) "						•
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1. Quarry operator	10.	Mason (Brick Layer, Second Class	"			
12. Quarry operator "	11.	Quarry Man	**	1	. Mason (plaster and Paris	Rs.48/ per day or
13. Mate (blacksmith Carpenter) " 2. Painter (artist First Class) Rs. 1248/- per more 14. Stone Breaker " 3. Foreman " " 15. Stone Man " " 16. Stone Cutter (Higher Grade) " II HIGHLY SKILLED "	12.	Quarry operator	"	٠.		
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II 19. Bearer 19. Bearer 20. Bhisti (with mask) 21. Beldar 22. Artisan Helper 23. Brick/Tile Moulder 24. Cane Weaver 25. Charpoy/Stringer 26. Cleaner (Truck Road Roller 27. Colour/White washer 28. Cane man 29. Daftri 29. Daftri 30. Fireman 31. Glazier 32. Fitter 33. Head Chowkidar 34. Bandhari 35. Mate 36. Furniture Carpenter 7. Fitter 7. Fitter 7. Fitter 7. Fitter 7. Fitter 7. Fitter 7. Head Mistri 7. Head Mistri 7. Head Mechanic 7. Head Plumber 7. Highly skilled Electrician 7. Head Plumber 7. Highly skilled Electrician 7. Head Plumber 7. Highly skilled Electrician 7. Head Mechanic 7. Head Plumber 7. Head Plumber 7. Tinsmith 7. Tinsmith 7. Tinsmith 7. Tinsmith 7. Welder 7. Head Plumber 7. He	10.	Sewer Layer (1st Class & Hatcher				
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27 Deal Alexander Winder (Grade 11) RS. 252/e per we	295(94)	어떤 경험 선생님들이 있는 그 사람들은 이 사람들이 하는데 되었다면 가는 것이 없는데 그 사람들이 되었다.			· · · · · · · · · · · · · · · · · · ·	Rs. 42/- per day or
3. Mistry Crade I Re 1092/, per m	20033495	第二条字数数数字数数数数数 经自动 经间点通信的 医外性皮肤的过度 计一点形式设计 人名英格兰				Rs. 252/- per week o
, groups some agent of the management of the control of the contro	37	. Pump Attendant	77	, 3	3. Mistry Crade I	Rs. 1092/- per mont

53. Tyre Vulcaniser

SERIES I No. 49		(EXTRAORDI	(EXTRAORDINARY No. 2)		
	1 2	3	1 2	3	
4	O'l Deliver Olera Y	D = 40/1 = - 4 = - =			
	Oil Painter Class I	Rs. 42/- per day or	CLERICAL		
	Plumber lincensed, Class I	Rs. 252/- per week or			
	Mason (Plaster or Paris Wall)	Rs. 1092/- per month	1. Clerk	Rs. 42 per dáy or	
7.	Any other skilled category		. 2. Commuter	Rs.252/- per week or	
	(Class I)	***	3. Store Clerk	Rs. 1092/- per month	
			4. Store Issuer	22	
II. SI	KILLED		5. Accounts Clerk	22	
			6. Store Keeper (Grade I, II, etc.)	**	
8.	Brick Layer Mason (Class I)	Rs. 39/- per day or	7. Tally Clerk	39	
	Blacksmith (Class I)	Rs. 234/- per week or	8. Time Keeper	De 39/ per doy or	
	Carpenter (Class I)	Rs. 1014/- per month		Rs. 38/- per day or	
	Concrete Mixer Maker	,, ,	9. Tool Keeper	Rs. 228/- per week or	
	Concrete Mixer Operator	22	10. Telephone Operator	Rs.988/- per month	
	Driver (Road Roller,		11. Typist	(For non-matriculates)	
13.		22	12. Computer	77	
1 4	Concrete Mixer Truck)	22	13. Any other categories by whatever		
	Driver (Motor Vehicle)	>	names called which are of a cleric	al	
	Driver (Truck, Diesel Engine))	nature.		
	Distemperer				
	Electrician	99	SUPERVISORY		
18.	Head Man (wall sinking)	29			
19.	Mistri	99	1. Section Officer/ Junior Engineers	Rs. 50/-per day or	
20.	Mason (Stone work)	"	2. Supervisor	Rs. 300/- per week or	
	Gladier	• 37	3. Overseer	Rs. 1300/- per week of	
	Line Man	>>	J. Overseer	ks. 1500/- per month	
	Machinist	>>	CDECEAL		
	Mechanic	**	SPECIAL		
	Meter Reader	2)	그 시 끝이 되었습니다. 그리다		
	Moulder	* ***	1. Bullock- Cart Man with double	Rs. 60/- per day or	
	Head Cook	,,	Bullocks	Rs.360/- per week or	
			2. Bullock- Cart Man with single	Rs. 1560/- per month	
28.	Operator (Cinema Projector)		Bullock		
	(Compressor, Crane Dumper,				
	Excavator, Generator, PumpTrac				
	vibrator, etc.)))	Explanation:—		
	Plaster	"			
30.	Plumber	**	1. Where in any area/establishment	Scheduled employment	
31.	. Driver	>>	wages fixed under this Notification are		
32.	. Pump Man	99	fixed by the Central Government or by	_	
33.	. Pump Engine Driver	***	contractor's regulations attached to the		
	. Stone Cutter (Class I)	. 29	the hige rates would be payble as min		
	. Upholsterer	***	Notification.	initin wages under this	
	Stone Chiseller	>>	Notification.		
	. Painter (Oil Painter Class II,	er en	2 (a) The shift of1-i-	which immalmes along	
	letter writer)	***	2. (a) Unskilled work is one		
38	. Fitter	"	operation requiring little or no skill	or experience on the job.	
	. Tinsmith	22	dia comi anni a issue te inc		
	. Wood Cutter	"	(b) Semi-skilled work is one		
	. White Washer (Grade I)	» »	competence acquired through expe		
	. Tradesman	>>	which is capable of being performed		
	. Turner	35	guidance of skilled employee a	nd includes unskilled	
	. Work Assistant	>>	supervisory work.		
)	计一点点 海通海外流 医二十二氏		
	. Tracer Technical Asst.	> 7	(c) Skilled work is one which inv	olvesskillorcompetence	
	. Tracer	> >	acquired through experience on the j		
	. Technical Assistant	59	an apprentice or in a technical or voc		
	. Cabinet Maker	39			
	. Moulder (Brick Tiles)	"	performance of which calls for initia	mive and Judgement	
	. Road Inspector			and the state of the state of the state of	
	. Panmon	>>	3. The minimum rates of wages are	applicable to employees	
52	. Navgani	"	engaged by the Principal Employers		

engaged by the Principal Employers or contractors or sub-

contractors etc.

- 4. The minimum rates of wages fixed is an all inclusive rate including the wages for the weekly day of rest.
- 5. Both men and Women wokers have to be paid the same rate of wages fixed for the same category and for equal work.
- 6. In case of employee employed on piece-rate basis, the minimum rates of wages payble to him shall be at a rate not less than the minimum rates of wages fixed for the class/category of which he belongs under this Notification.

By order and in the name of the Governor of Goa.

F. O. D'Costa, Under Secretary (Labour).

Panaji, 9th March, 1995.

Notification

25/12/90-LAB- Part II

Whereas the Government of Goa vide Notification No. 25/12/ 90-LAB dated 7-9-1993 of the Labour Department, published in the Official Gazette No. 29, Series II (Extraordinary) dated 15-10-93, had appointed a Committee to hold enquiries and advise the Government in respect of revision of minimum rates of wages in respect of the scheduled employment, namely " Employment in any residential hotel, restaurant or eating house", in the State of Goa (hereinafter called the 'said Committee');

And whereas the said Committee has submitted its report to the Government.

Now, therefore, in exercise of the powers conferred by subsection (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, after considering the advice of the said Committee, hereby revises with effect from 1-4-1995, the minimum rates of wages payable to the class/ category of employment, namely "Employment in any residential hotel, restaurant or eating house", in the state of Goa as specified in the schedule below:-

SCHEDULE

Sr. No. Details of categori	es All inclusive minimum rates of wages				
	Zone A	Zone B	Zone C		
1 2	3	4	5		
I. SKILLED					
1. Cook or Head Cook	201 47.755	Rs. 770/- per month			
2. Achari	.,,	"	"		
3. Maharaj	»	29	**		
4. Basoya			"		

1		2	3	4	5
5	Ustad	Rs	850/-	Rs. 770/-	Rs. 720/-
٠.	Ostad			per month	per month
6.	Bavarchi	Por	11	11	11
-	Khansama			11	Ħ
	Manager		n .	n .	
	Accountant		11	11	ti ti
	Sweetmeat make	er or			
	Farsan maker (N		11	ti i	. 11
	Clerk		**	18	" · "
12.	Telephone Oper	ator	11	n	**
	Electrician		**	11	
	Tailor		11	n i	n
15.	Carpenter		.#	u u	n .
	Head Pantrymar	1	11	11	11
	Gardener who is			:	
	the work of pla	. —	n -	31	. т,
18.	Receptionist (qu				
	such as holding	S. S. C.		*.	
	or other equival	ent exa-		1	
	mination certific	cate)			
19.	House Keeper		u	11	11
20.	Head Waiter		71	#	#
21.	Butler		11	tt .	11
22.	Supervisor		. **.	tt	#
23.	Steward		tt	11	11
24.	Cashier		11	n,	11
25.	Head Baker		tı		· · · · · · · · · · · · · · · · · · ·
26.	Mistry		. 11	"	, n
27.	Store Keeper		11	n	,, , ii
28.	Barman	1114		11"	11
29.	Emlpoyees of w	hatever			
	names called do	oing the			•
	work of the nat	ure done	,		
	by persons falli				•
	the foregoing e	ntries.		11 .	tt .

II. SEMI SKILLED

1.	Assistant Manager		Rs. 700/- Rs. 650/- per month per month
2.	Assistant Malwala	n	
3.	Samosa-wala	11	
4.	General workers (relie-		
	ver or one who attends		
	to two or more duties		
	of semi-skilled catego-		
	ries).	tt .	11 11
5.	Rotiwala.		tt e
6.	Chapatiwala	11	n n
7.	Puriwala	H v	The state of the s
8.	Dosawala	H .	
9.	Tandur-Rotiwala		n n
10	Bhajiwala	in the second	H with the H

2 3 3 4 5 1 2 11. Pantry Boy Rs. 670/-Rs. 660/- Rs. 624/-Rs. 740/- Rs. 700/- Rs. 650/-11. Ice-creamwala per month per month per month per month per month per month (Ice-cream preparer one who takes out 12. Kitchen Boy ice-cream and aerated 13. Office Boy waters) 14. Message Boy 12. Pantry man (one who 15. Soda Fountain Boy prepares sandwiches, 16. Sweeper toasts, faloodas, om-17. Cleaner lette etc.) 18. Hamal 13. Mandiwala-cum-coffee 19. Jamadar tea maker 20. Coolie 14. Liftman 21. Mazdoor 15. Handiwala (Asstt. Cook) 22. Gadi 16. Wireman 23. Chokra 17. Assistant Cook 24. Boy 18. Billard Maker 25. Pantewala Panikachem 19. Standwala (Tea maker) burwala 20. Market Man 26. Paniwala 21. Boiler Man 27. Cupwala 22. Fountain Barman 28. Dishwala 23. Pumpman 29. Babdiwala 24. Gas Filer 30. Moriwala 25. Fountainman (who pre-31. Kholiwala(Room Boy pares syrups, Ice-creams, not doing the work fruit salad, etc.) of waiter) 26. Falooda maker 32. Madaniwala (one who 27. Syrup maker fills the dishes) 28. Lassewala-cum-salesman 33. Lassiwala 29. Waiter-cum-tablewala 34. Orderwala 30. Vender (who keeps 35. Chatniwala accounts) 36. Phatakwala 31. Orderwala (shouting bill 37. Vadpi (Server) or writing bills) 38. Waterman 32. Kabab Seekwala 39. Laundryman 33. Bhelpuriwala 34. Floor waiter 40. Lemonman 35. Employees of whatever 41. Billard Boy names called doing the 42. Grain Cleaner (male work of the nature done or female) by persons falling under 43. Miscellaneous workers the foregoing entries. (that is to say workers doing all or some of the III. UNSKILLED job of unskilled nature) 44. Vendor or Bharwala 1. Gaze Boy Rs.670/-Rs.660/- Rs. 624/not working on commi-2. Game Boy per month per month ssion basis and not 3. Bell Boy entrusted with responsi-4. Page Boy bility of accounts 5. Room Boy 45. Employees of whatsoever 6. Tea Boy 7. Glass Boy names called doing the 8. Dish Boy work of the nature done 9. Water Boy by persons falling under 10. Order Boy the foregoing entries.

Explanation:-

Zone A:—Comprises the area within the limit of Municipalities Panaji, Margao, Vasco, Mapusa and Ponda. The rates of wages in respect of

Zone "A" shall apply to workmen employed in any Star Hotel irrespective of its zonal location.

Zone B:— Comprises the area witin the limit of the places
Bicholim, Pernem, Valpoi, Canacona,
Sanquelim, Sanguem, Cansaulim, Assolna,
Colva, Colvale, Baga and Curchorem.

Zone C:— Comprises all other places in the State of Goa, not covered under Zone "A" and "B".

The minimum rates of wages shall consist of all inclusive rates allowing basic rate and cost of living allowances and the cash value of concession.

The amount deductable as food allowances shall be uniformally Rs. 150/- Rs. 140/- and Rs. 130/- per month respectively in all the three Zones.

- (1) (a) Unskilled work is one which involves simple operation requiring little or no skill or experience on the job.
 - (b) Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision and guidance of skilled employees, and includes unskilled supervisory work.
 - (c) Skilled work is one which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or Vocational institute and performance of which calls for initiative and judgement.
- (2) The minimum rates of wages are applicable to employees engaged by the Principal Employer, contractors or Subcontractors, etc.
- (3) Both men and women workers shall be paid the same rates of wages fixed for the same category and for equal work.
- (4) In case of employees employed in piece-rate basis, the minimum rates of wages payable to them shall be at the rate not less than the minimum rates of wages fixed for the class/category to which he belongs under this Notification.
- (5) The minimum rates of wages fixed is an all inclusive rate including the wages for the weekly day of rest.

By order and in the name of the Governor of Goa.

F. O. D'Costa, Under Secretary (Labour).

Panaji, 9th March, 1995.

Notification

25/12/90/LAB/Part. IV

Whereas the Government of Goa vide Notification No. 25/12/90-LAB dated 7-9-93 of the Labour Department, published in the Official Gazette No. 29, Series II (Extraordinary) dated 15-10-1993, had appointed a Committee to hold enquiries and advise the Government in respect of revision of minimum rates of wages in respect of the scheduled employment, namely "Employment in any shop or commercial establishment other than a residential hotel, restaurant or eating house", in the State of Goa (hereinafter called the 'said Committee');

And whereas the said Committee has submitted its report to the Government.

Now, therefore, in exercise of the powers conferred by subsection (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, after considering the advice of said Committee, hereby revises with effect from 1-4-1995 the minimum rates of wages payble to the class/category of employment, namely, "Employment in any shop or commercial establishment other than a residential hotel, restaurant or eating house", in the State of Goa as specified in the Schedule below:

SCHEDULE

Sr No Details of Catagories	All inclusive minimum rates of wages			
Sr.No. Details of Categories _	Zone "A"	Zone "B"		
1 2	3	, , 4		
I. SKILLED				
1. Pharmacist/Chemist	Rs. 41.00	Rs. 38.00		
	per day	per day		
2. Driver	Rs. 246.00	Rs. 228.00		
2. Diivei	per week	per week		
3. Supervisor	Rs. 1066.00	Rs. 988.00		
	per month	per month		
4. Shoemaker/Slippermak	er "	"		
5. Watch repairer		**		
6. Cutter/Tailor/Sewing				
7. Turner	**	"		
8. Fitter	>>	>>		
9. Utensil maker (brass ar	nd copper) "	>>		
10. Machinist	**	**		
11. Electrician	"	**		
12. Welder	"	27		
13. Handicraftsman	"	**		
14. Metal engraver	99 99 99 99 99 99 99 99 99 99 99 99 99	**		
15. Optician	"	"		
16. Glass Polisher (Opticia	an) "	>>		
17. Sales representative/tra				
salesman	"	, , , , , , , , , , , , , , , , , , , 		
18. Wireman	***************************************	99		
10. Wildingii				

1	2	3	4	1	» 2	3	4
19.	Foreman	Rs. 1066.00	Rs.988.00	÷ 24.	Pressman	Rs. 33.00	Rs. 30.00
	Photographer/Retoucher	per month	per month		Glazer	per day	per day
	Block maker	"	"		Helper (Hair Dresser)	Rs. 198.00	Rs. 180.00
	Hair Dresser	**	27		Mali Gardener	per week	per week
	Mill Operator	"	"		Lift Attendant	Rs. 858.00	Rs. 780.00
	Carpenter	**	**		Mill Hand	per month	per month
	Tinsmith	27	. 27		Frame Maker	per month	per monur
	Vulcaniser	37	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,				
	Mechanic	55	>>	III.	CLERICAL:		
	Blacksmith	"	"				
	Moulder	33	33	A.1.	Accountant	Rs. 38.00	Rs. 35.00
	Painter		77			per day	per day
		>>	,	2.	Steno-typist	Rs. 228.00	Rs. 210
	Weighman	35	***	_		per week	per week
	Metal Sprayman	> >	25				
	Glass Cutter		> ?	3.	Telephone Operator	Rs. 988.00	Rs. 910.00
	Pastryman		»			per month	per month
	Compounder (With Diploma	1) "	?? 99	B 1	Clerk	Rs. 34.00	Rs. 31.00
36.	Computer Operator	**	**	<i>D</i> .1.	Clork	per day	per day
	Any other estages, by what	avar nama aall	ad daing tha				
	Any other category by what work of the nature done by			2.	Store Clerk	Rs. 204.00	Rs. 186.00
•	the foregoing entries.	y me persons	laining under		*	per week	per week
	the folegoing chales.				. Tally Clerk	Rs. 884.00	Rs. 806.00
II. S	EMI - SKILLED:		7	٥.	. Tuny Clork	per month	per month
D				4.	. Store Keeper	"	"
1.	Salesman (Counter)	Rs. 33.00	Rs. 30.00		. Typist	. 99	**
		per day	per day		. Receptionist	• ••	"
2.	Asstt. Mechanic	Rs. 198.00	Rs. 180.00		. Godown Keeper	- 99	**
		per week	per week				
3.	Asstt. Fitter	Rs. 858.00	Rs. 780.00	IV.	UNSKILLED:		
	110000	per month	per month				• .
.4	Asstt.Electrician	"	por month	1	. Chowkidar	Rs. 30.00	Rs. 27.00
	Asstt. Blacksmith	***	> 7			per day	per day
	Asstt. Carpenter	Rs. 33.00	Rs. 30.00	. 2	. Cleaner	Rs. 180.00	Rs. 162.00
0.	Assit. Carpenter	per day	per day			per week	per week
			-	3	. Labourer	Rs. 780.00	Rs. 702.00
		Rs. 198.00	Rs. 180.00			per month	per month
		per week	per week	4	. Loader/Unloader	**	77
		Rs. 858.00	Rs. 780.00	5	. Attendant	**	*** ***
7.	Asstt. Welder	per month	per month	6	. Mazdoor	Rs. 30.00	Rs. 30.00
8.	Asstt. Turner					per day	per day
9.	Asstt. Machinist	27	23			Rs.180.00	Rs. 162.00
10.	Asstt. Tinsmith	99	>>			per week	per week
11.	Asstt. Vulcaniser	**	. 99	7	. Sweper	Rs. 780.00	Rs. 702.00
12.	Asstt. Sprayman	97	. 29	8	Helper	per month	per month
	Asstt. Moulder	***	, 22	9	. Peon		77
	Asstt. Painter	"	**	10	Delivery Boy/Messenger	"	27
	Asstt. Trailer	77	>> .		. Packer		***
	Asstt. Glass Cutter	***	"	12	2. Asstt. Salesman		77
	Asstt. Wireman	37	25	13	3. Watchman		10 (10 de 1 _{10 de} 1 99 (10 de 197)
	Cushion Maker		**	14	l. Office Boy	"	>>
19.		-99	**		. Pump Attendant	• • • • • • • • • • • • • • • • • • • •	>>
	and the second of the second o) ;	**		. Newspaper Delivery Boy	**	ee
20.	Inon and arm decement	"					
21.	. Ironer/Laundryman	"	"		Any other category by wha		
21. 22.		?? ??	"		work of the nature done by foregoing entries.		

Explanation:-

I. ZONE 'A' shall comprise the areas within the Municipal limit of Panaji, Margao, Vasco, Mapusa, Ponda, Bicholim, and the establishments located in the Industrial estates set up by the Goa Industrial Development Corporation or E. D. C. Panaji or any other statutory organisations.

ZONE 'B' shall comprise all other places in the State of Goa, not covered under ZONE 'A'.

- II. (a) The minimum rates of wages shall consist of an all inclusive rates of wages.
 - (b) The Minimum rates of daily wages payable to an employee employed in any category in respect of which monthly rate of minimum wages is fixed shall be computed by dividing the minimum rates of monthly wages fixed for the class of employees to which he belongs, by 26, the quotient stepped up to the nearest paise.
 - (c) The monthly rate of minimum wages payable to an employee employed in any category in respect of which daily rate of minimum wages is fixed shall be computed by multiplying the daily rate by 26.
- III. (a) Unskilled work is one which involves simple operation requiring no skill or experience on the job.
 - (b) Semi-skilled work is one which involves skill or competence on the job and which is capable of being performed under the supervision or guidance.
 - (c) Skilled work is one which involves skill or competence acquired through experience on the job or through training as an apprentice in a technical or vocational institution and the performance of which is called for initiative and judgement.
- IV. The minimum rates of wages shall be applicable to employees engaged by the Principal Employer or Contractors or Sub-contractors, etc. working on their employments.
- V. Both male and female workmen shall be paid the same rates of wages fixed for the same category or similar work.
- VI. In case of employees employed on piece-rate basis, the minimum rates of wages payble to them shall be at a rate not less than the minimum rates of wages fixed for the class/category to which it belongs under this Notification.
- VII. The minimum rates of wages payble to an adolescent shall be the same as an adult fixed under this notification.
- VIII. The minimum rates of wages fixed is an all inclusive rate including the wages for the weekly day of rest.

By order and in the name of the Governor of Goa.

F. O. D'Costa, Under Secretary (Labour).

Panaji, 9th March, 1995.

Notification

25/12/90-LAB/Part-V

Whereas the Government of Goa vide Notification No. 25/12/90-LAB dated 7-9-1993 of the Labour Department, published in the Official Gazette No. 29, Series II (Extraordinary) dated 15-10-1993, had appointed a Committee to hold enquiries and advise the Government in respect of revision of minimum rates of wages in respect of the Scheduled employment, namely "Employment in Agriculture", in the State of Goa (hereinafter called the 'said Committee');

And whereas the said Committee has submitted its report to the Government.

Now, therefore, in exercise of the powers conferred by subsection (2) of section 5 of the Minimum Wages Act, 1948 (Central act 11 of 1948), the Government of Goa, after considering the advice of the said Committee, hereby revises with effect from 1-4-1995, the minimum rates of wages payable to the class/category of employment, namely "Employment in Agriculture", in the State of Goa as specified in the Schedule below:-

SCHEDULE

Sr. No.	Class of work/category of employment	All inclusive minimum rates of wags
1.	2.	3.

I. FARM SERVANTS OR ATTACHED WORKER:

1. Adult Farm Servant	Rs. 1278.00 per month Rs. 15,336.00 per annu		
2. Adult Cleaner/Sweeper	Rs. 1025.00 per month Rs. 12,300.00 per annun		

II. AGRICULTURAL OPERATION:

3. Plaughing	Rs. 46.00 per day or Rs. 276.00 per week Rs. 67.00 per day with bullocks or Rs. 402.00 per week
4. Threashing	Rs. 46.00 per day or Rs. 276.00 per week
5. Winnowing	Rs. 46.00 per day or Rs. 276.00 per week
6. Sowing	Rs. 45.00 per day or Rs. 270.00 per week
7. Transplanting	Rs. 45.00 per day or Rs. 270.00 per week
8. Harvesting	Rs. 45.00 per day or Rs. 270.00 per week

1. 2.	3.	1. 2.	3.
9. Uprooting	Rs. 37.00 per day or Rs. 222.00 per week	23. Horticulture Assistant	Rs. 40.00 per day or Rs. 240.00 per week
10. Irrigating	Rs. 37.00 per day or Rs. 222.00 per week	VIII. FORESTRY AND TIMBERII OPERATIONS:	ΝG
11. Weeding	Rs. 37.00 per day or Rs. 222.00 per week	24. Tree Feller	Rs. 40.00 per day or Rs. 240.00 per week
12. Manuring	Rs. 37.00 per day or Rs. 222.00 per week	25. Mazdoor	Rs. 37.00 per day or Rs. 222.00 per week
III. ALLIED OPERATION		IX. GENERAL	
SKILLED LABOUR:		26. Digging	Rs. 37.00 per day or Rs. 222.00 per week
13. Carpenter	Rs. 52.00 per day or Rs. 312.00 per week	27. Stacking	Rs. 37.00 per day or Rs. 222.00 per week
14. Blacksmith	Rs. 54.00 per day or Rs. 324.00 per week	28. Pump Operator	Rs. 38.00 per day or
15. Cobbler	Rs. 49.00 per day or Rs. 294.00 per week	29. Coconut/Arecanut Plucker	Rs. 228.00 per week Rs. 59.00 per day or
IV. UNSKILLED OPERATION:-			Rs. 354.00 per week
* 16. Mazdoor/Manai	Rs. 37.00 per day or Rs. 222.00 per week	Explanation:- 1. Where in any area scheduled employment wages fixed and/	
V. DAIRY FARMING AND RAIS OF LIVESTOCK:	ING	or revised under the Notification already prevailing or the employe higher wages than those specified a get the benefit of such higher wage	es are actually in receipt of above, they shall continue to
17. Shed Attendant	Rs. 37.00 per day or Rs. 222.00 per week	2. The minimum rates of wages are applicable to employees engaged by the principal employer, contractors or sub-contractors.	
18. Milkman	Rs. 38.00 per day or Rs. 228.00 per week	3. Both men and women workers have to be paid the same rates of wages fixed for the category and for equal work.	
19. Cleaner/Sweeper/Mazdoor	Rs. 37.00 per day or Rs. 222.00 per week	4. In case of employee employed on piece-rate basis the minimum rates of wages payable shall be at the rate not less than the minimum rates fixed under this Notification.	
20. Grazer/Livestock Attendant	Rs. 37.00 per day or Rs. 222.00 per week	5. The minimum rates of wages fixed/revised are all inclusive including for weekly day of rest.	
VI. POULTRY AND BEE FARM	ING:	6. The existing practice of giving continue in addition to the payment in this Notification.	
21. Attendant	Rs. 37.00 per day or Rs. 222.00 per week	By order and in the name of the Governor of Goa.	
VII. HORTICULTURE:		F. O. D'Costa, Under Secretary (Labour).	
22. Gardener	Rs. 38.00 per day or Rs. 228.00 per week	Panaji, 9th March, 1995.	